

# News

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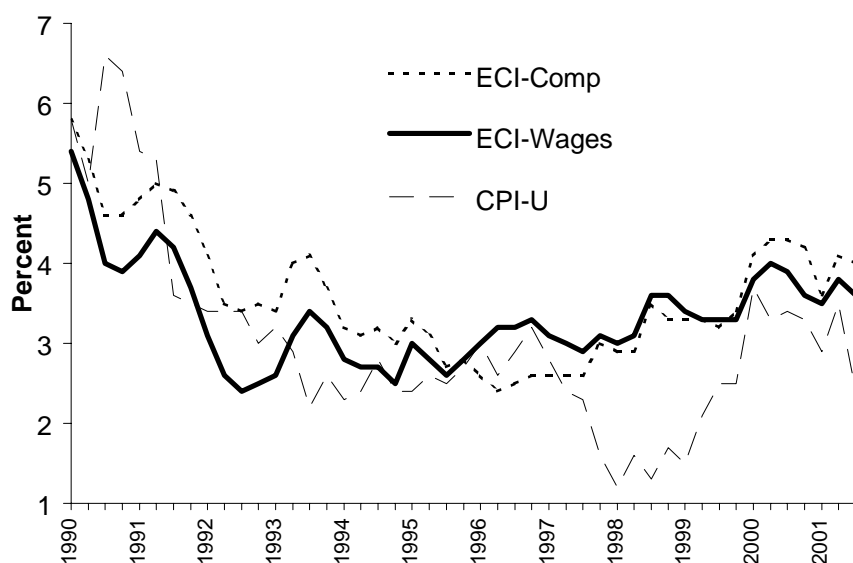
FOR RELEASE:

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## EMPLOYMENT COST INDEX FOR THE NORTHEAST – SEPTEMBER 2001

The Employment Cost Index (ECI) for total compensation for private nonfarm workers in the Northeast Region increased 4.0 percent over the year ended September 2001, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Denis McSweeney, the Bureau's regional commissioner, noted that the over-the-year increase for each quarter from March 2000 to September 2001 has ranged from 3.6 to 4.3 percent. The ECI for wages and salaries, a component of the total index, was up 3.6 percent over the year. Since March 2000, the over-the-year increase in wages and salaries has remained in a very narrow band ranging from 3.5 to 4.0 percent.

Chart 1. Over-the-year percent change in the Employment Cost Indexes for private industry workers, compensation and wages and salaries, and the Consumer Price Index for All Urban Consumers, Northeast region, 1990-2001



Both series continued to rise more rapidly than prices. The Consumer Price Index for All Urban Consumers (CPI-U) for the Northeast rose 2.4 percent since last September, 1.6 percentage points less than the increase in total compensation costs and 1.2 percentage points less than the increase in wages and salaries for the region.

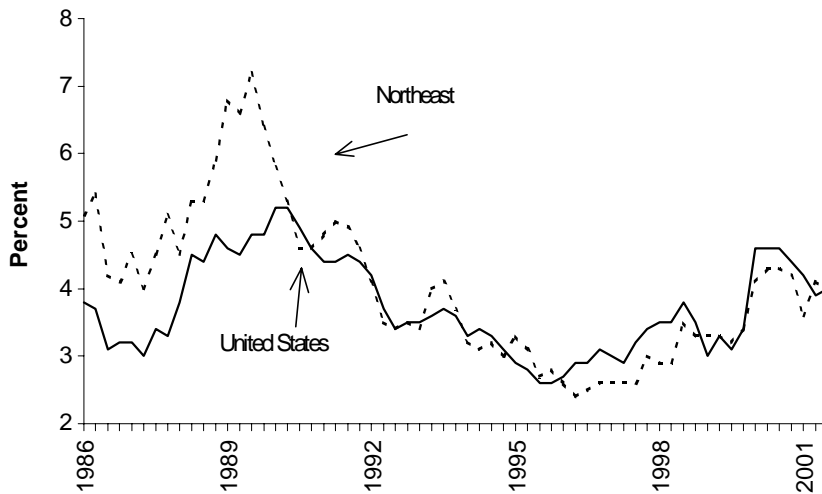
Over the last five years, the increase in the CPI-U for the Northeast has been lower than that for the ECI. Since September 1996, the CPI-U has increased 12.5 percent compared with 18.8 percent for the ECI for total compensation and 18.6 percent for wages and salaries.

### Trends in Compensation Costs

The U.S. rate of increase in overall compensation for private industry workers was 4.0 percent, the same as the 12-month increase reported in June. This was the first time since March 1992 that there were seven consecutive quarters with over-the-year changes of 4 percent or greater. Over-the-year increases for the U.S. and the Northeast have generally trended together over the last decade. (See table 1 and chart 2.)

The 4.5 percent 12-month increase for total compensation reported in the West was the highest among the regions, but the lowest there since December 1999. The Northeast and South each had a 4.0 percent increase, followed by the Midwest at 3.4 percent. The pace of increase in the Midwest has steadily slowed since March 2000, while in the South, the recent 12-month advance was in line with the average increase since March 2000; the pace of growth remained steady in the Northeast.

Chart 2. Over-the-year percent change in ECI for compensation, private industry workers, U.S. and Northeast census region, 1986-2001.

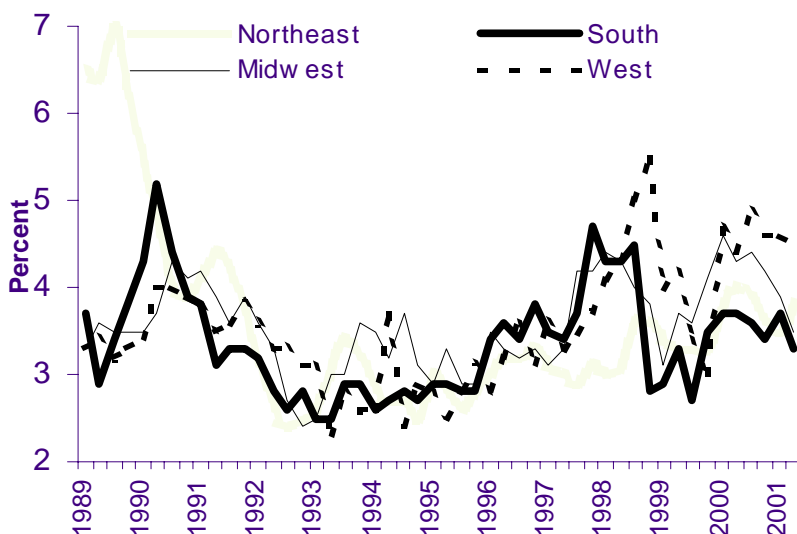


### Components of Compensation Costs

Total compensation consists of wages and salaries along with employee benefits. Throughout the U.S., benefit costs increased 4.9 percent between September 2000 and September 2001, less than the 6.0 percent increase from September 1999 to September 2000.

The 12-month advance in wages and salaries in the U.S. was 3.6 percent, the smallest increase since December 1999. The South and Midwest had the lowest regional increases at 3.4 percent, followed by the Northeast at 3.6 percent. As with total compensation, the West led the country with a wage gain of 4.1 percent. (See table 2 and chart 3.)

Chart 3. Over-the-year percent change in ECI for wages and salaries, private industry workers, census regions, 1989-2001



Data are also available for the United States as a whole on a seasonally adjusted basis. Over the last three months the compensation costs index for private industry workers rose 0.9 percent. Wages and salaries increased 0.7 percent, and benefit costs increased 1.4 percent. The increase in benefit costs was largely due to higher employer costs for health insurance.

The Northeast Region includes Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont. The Employment Cost Index measures changes over time in wages and salaries and in total compensation for a standard mix of labor services. It is available in index number form (June 1989=100) permitting expanded use for wage and salary administration.

In addition to these regional data, a comprehensive national report is available that provides data by industry, occupational group, union status, and all metropolitan and non-metropolitan areas combined. This report also presents data for both private and state and local government employees. The report on the Employment Cost Index and further technical information may be obtained from the U.S. Bureau of Labor Statistics, JFK Federal Bldg., Rm. E-310, Boston, Massachusetts 02203 or via fax-on-demand at (617) 565-9167, request code 4110 for the text of the release, 4115 for tables 1 through 4, 4120 for tables 5 through 7, 4125 for table 8, and 4190 for explanatory notes. Requests may be faxed to (617) 565-4182. The release is also available on the World Wide Web at <http://www.bls.gov/ect/>

The events of September 11 occurred during the reference period for the ECI. The attacks resulted in a tragic loss of lives and significant disruptions in the New York and Washington area economies, as well as disruptions to other businesses outside these directly impacted areas. A review of survey responses was undertaken to evaluate the impact of the situation on the ECI survey cooperation rates by industry and any impact of nonresponse on survey estimates. No unusual effects were found.

**TECHNICAL NOTE:** The Employment Cost Index (ECI) is a measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits. The ECI wage and salary series is limited to changes in wage and salary rates, defined as straight-time average hourly earnings. Straight-time earnings are total earnings before payroll deductions, excluding premium pay for overtime, work on weekends and holidays, and shift differentials. Production, hiring and referral bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time earnings, whereas nonproduction bonuses (such as Christmas or year-end bonuses) are excluded. Also excluded are such items as payments-in-kind, free room and board, and tips.

Since the March 1995 news release, ECI estimates are based on 1990 counts of occupational employment by industry, rather than on 1980 employment counts. The ECI sample is rotated over approximately five years to make it more representative and reduces respondent burden. The sample is replaced on a cross-area, cross-industry basis.

Seasonally adjusted indexes for 1996-2000 were revised with the March 2001 estimates to reflect updated seasonal factors. New seasonal adjustment factors for 2001 and revised seasonally adjusted indexes for the past five years are available on the Internet at <http://stats.bls.gov/ecthome.htm> or upon request.

Table 1. Employment Cost Index for total compensation<sup>1</sup>, private industry workers<sup>2</sup>, United States and Census regions, 1987-2001, not seasonally adjusted

Month and year	U.S.	Index (June 1989=100)				U.S.	3-month percent change				U.S.	12-month percent change			
		North-east	South	Mid-west	West		North-east	South	Mid-west	West		North-east	South	Mid-west	West
1987-March	91.0	88.4	91.7	91.6	92.5	1.0	1.7	0.5	0.8	1.0	3.2	4.5	2.7	2.5	2.4
-June	91.6	89.1	92.4	92.4	92.6	0.7	0.8	0.8	0.9	0.1	3.0	4.0	2.8	3.1	2.0
-September	92.5	90.2	93.1	93.1	93.7	1.0	1.2	0.8	0.8	1.2	3.4	4.5	2.6	3.1	2.7
-December	93.1	91.3	94.0	93.5	94.1	0.6	1.2	1.0	0.4	0.4	3.3	5.1	3.1	2.9	2.7
1988-March	94.5	92.4	95.1	95.4	95.4	1.5	1.2	1.2	2.0	1.4	3.8	4.5	3.7	4.1	3.1
-June	95.7	93.8	96.7	96.2	96.3	1.3	1.5	1.7	0.8	0.9	4.5	5.3	4.7	4.1	4.0
-September	96.6	95.0	97.4	97.0	97.0	0.9	1.3	0.7	0.8	0.7	4.4	5.3	4.6	4.2	3.5
-December	97.6	96.7	98.1	97.9	97.7	1.0	1.8	0.7	0.9	0.7	4.8	5.9	4.4	4.7	3.8
1989-March	98.8	98.7	99.0	98.9	98.8	1.2	2.1	0.9	1.0	1.1	4.6	6.8	4.1	3.7	3.6
-June	100.0	100.0	100.0	100.0	100.0	1.2	1.3	1.0	1.1	1.2	4.5	6.6	3.4	4.0	3.8
-September	101.2	101.8	101.2	101.0	101.0	1.2	1.8	1.2	1.0	1.0	4.8	7.2	3.9	4.1	4.1
-December	102.3	102.9	102.2	101.9	101.8	1.1	1.1	1.0	0.9	0.8	4.8	6.4	4.2	4.1	4.2
1990-March	103.9	104.4	104.0	103.5	103.3	1.6	1.5	1.8	1.6	1.5	5.2	5.8	5.1	4.7	4.6
-June	105.2	105.3	105.7	104.8	104.5	1.3	0.9	1.6	1.3	1.2	5.2	5.3	5.7	4.8	4.5
-September	106.2	106.5	106.3	106.3	105.6	1.0	1.1	0.6	1.4	1.1	4.9	4.6	5.0	5.2	4.6
-December	107.0	107.6	106.9	107.1	106.3	0.8	1.0	0.6	0.8	0.7	4.6	4.6	4.6	5.1	4.4
1991-March	108.5	109.4	108.4	108.5	107.5	1.4	1.7	1.4	1.3	1.1	4.4	4.8	4.2	4.8	4.1
-June	109.8	110.6	109.8	109.7	108.9	1.2	1.1	1.3	1.1	1.3	4.4	5.0	3.9	4.7	4.2
-September	111.0	111.7	110.7	111.2	110.0	1.1	1.0	0.8	1.4	1.0	4.5	4.9	4.1	4.6	4.2
-December	111.7	112.5	111.2	112.2	110.9	0.6	0.7	0.5	0.9	0.8	4.4	4.6	4.0	4.8	4.3
1992-March	113.1	113.9	112.5	113.8	111.9	1.3	1.2	1.2	1.4	0.9	4.2	4.1	3.8	4.9	4.1
-June	113.9	114.5	113.3	114.6	112.9	0.7	0.5	0.7	0.7	0.9	3.7	3.5	3.2	4.5	3.7
-September	114.8	115.5	114.1	115.3	114.1	0.8	0.9	0.7	0.6	1.1	3.4	3.4	3.1	3.7	3.7
-December	115.6	116.4	114.8	116.1	114.9	0.7	0.8	0.6	0.7	0.7	3.5	3.5	3.2	3.5	3.6
1993-March	117.1	117.8	116.2	117.9	116.2	1.3	1.2	1.2	1.6	1.1	3.5	3.4	3.3	3.6	3.8
-June	118.0	119.1	117.0	119.3	116.4	0.8	1.1	0.7	1.2	0.2	3.6	4.0	3.3	4.1	3.1
-September	119.1	120.2	118.1	120.1	117.8	0.9	0.9	0.9	0.7	1.2	3.7	4.1	3.5	4.2	3.2
-December	119.8	120.7	118.8	121.2	118.1	0.6	0.4	0.6	0.9	0.3	3.6	3.7	3.5	4.4	2.8
1994-March	121.0	121.6	120.0	122.8	119.4	1.0	0.7	1.0	1.3	1.1	3.3	3.2	3.3	4.2	2.8
-June	122.0	122.8	120.8	123.6	120.5	0.8	1.0	0.7	0.7	0.9	3.4	3.1	3.2	3.6	3.5
-September	123.0	124.0	121.8	124.6	121.3	0.8	1.0	0.8	0.8	0.7	3.3	3.2	3.1	3.7	3.0
-December	123.5	124.3	122.5	125.0	121.7	0.4	0.2	0.6	0.3	0.3	3.1	3.0	3.1	3.1	3.0
1995-March	124.5	125.6	123.7	125.8	122.6	0.8	1.0	1.0	0.6	0.7	2.9	3.3	3.1	2.4	2.7
-June	125.4	126.6	124.3	126.9	123.4	0.7	0.8	0.5	0.9	0.7	2.8	3.1	2.9	2.7	2.4
-September	126.2	127.4	125.2	127.7	123.9	0.6	0.6	0.7	0.6	0.4	2.6	2.7	2.8	2.5	2.1
-December	126.7	127.8	125.6	128.3	125.0	0.4	0.3	0.3	0.5	0.9	2.6	2.8	2.5	2.6	2.7
1996-March	127.9	128.9	127.0	129.5	125.9	0.9	0.9	1.1	0.9	0.7	2.7	2.6	2.7	2.9	2.7
-June	129.0	129.7	127.8	130.7	127.3	0.9	0.6	0.6	0.9	1.1	2.9	2.4	2.8	3.0	3.2
-September	129.8	130.6	128.8	131.3	128.3	0.6	0.7	0.8	0.5	0.8	2.9	2.5	2.9	2.8	3.6
-December	130.6	131.1	129.7	132.1	128.9	0.6	0.4	0.7	0.6	0.5	3.1	2.6	3.3	3.0	3.1
1997-March	131.7	132.2	130.8	133.3	130.3	0.8	0.8	0.8	0.9	1.1	3.0	2.6	3.0	2.9	3.5
-June	132.8	133.1	131.5	134.7	131.4	0.8	0.7	0.5	1.1	0.8	2.9	2.6	2.9	3.1	3.2
-September	133.9	134.0	132.5	136.2	132.5	0.8	0.7	0.8	1.1	0.8	3.2	2.6	2.9	3.7	3.3
-December	135.1	135.0	134.6	136.9	133.4	0.9	0.7	1.6	0.5	0.7	3.4	3.0	3.8	3.6	3.5
1998-March	136.3	136.0	135.5	138.3	135.2	0.9	0.7	0.7	1.0	1.3	3.5	2.9	3.6	3.8	3.8
-June	137.5	137.0	136.4	139.6	136.6	0.9	0.7	0.7	0.9	1.0	3.5	2.9	3.7	3.6	4.0
-September	139.0	138.7	137.6	140.9	138.5	1.1	1.2	0.9	0.9	1.4	3.8	3.5	3.8	3.5	4.5
-December	139.8	139.5	138.1	141.4	140.0	0.6	0.6	0.4	0.4	1.1	3.5	3.3	2.6	3.3	4.9
1999-March	140.4	140.5	139.1	141.7	140.3	0.4	0.7	0.7	0.2	0.2	3.0	3.3	2.7	2.5	3.8
-June	142.0	141.5	140.7	143.6	142.1	1.1	0.7	1.2	1.3	1.3	3.3	3.3	3.2	2.9	4.0
-September	143.3	143.2	141.8	145.0	143.3	0.9	1.2	0.8	1.0	0.8	3.1	3.2	3.1	2.9	3.5
-December	144.6	144.3	143.0	146.3	144.7	0.9	0.8	0.8	0.9	1.0	3.4	3.4	3.5	3.5	3.4
2000-March	146.8	146.3	145.0	148.9	147.0	1.5	1.4	1.4	1.8	1.6	4.6	4.1	4.2	5.1	4.8
-June	148.5	147.6	146.7	150.7	148.8	1.2	0.9	1.2	1.2	1.2	4.6	4.3	4.3	4.9	4.7
-September	149.9	149.3	147.6	152.2	150.8	0.9	1.2	0.6	1.0	1.3	4.6	4.3	4.1	5.0	5.2
-December	150.9	150.3	148.6	153.3	151.8	0.7	0.7	0.7	0.7	0.7	4.4	4.2	3.9	4.8	4.9
2001-March	153.0	151.6	151.1	154.8	154.3	1.4	0.9	1.7	1.0	1.6	4.2	3.6	4.2	4.0	5.0
-June	154.5	153.7	152.3	156.0	156.0	1.0	1.4	0.8	0.8	1.1	4.0	4.1	3.8	3.5	4.8
-September	155.9	155.2	153.5	157.4	157.6	0.9	1.0	0.8	0.9	1.0	4.0	4.0	4.0	3.4	4.5

<sup>1</sup> The index measures change in total compensation costs: wages, salaries, and employer costs for employee benefits.<sup>2</sup> Excludes self-employed, unpaid family members and private household employees.

Table 2. Employment Cost Index for wages and salaries only, private industry workers<sup>1</sup>, United States and Census regions, 1987-2001, not seasonally adjusted

Month and year	U.S.	Index (June 1989=100)				3-month percent change					12-month percent change				
		North-east	South	Mid-west	West	U.S.	North-east	South	Mid-west	West	U.S.	North-east	South	Mid-west	West
1987-March	92.0	89.1	92.9	93.1	93.2	1.0	1.7	0.5	1.0	0.8	3.1	4.8	2.5	2.6	2.4
-June	92.6	89.9	93.6	93.9	93.2	0.7	0.9	0.8	0.9	0.0	3.0	4.1	2.5	3.3	1.7
-September	93.5	91.0	94.4	94.7	94.6	1.0	1.2	0.9	0.9	1.5	3.2	4.6	2.6	3.5	2.9
-December	94.1	91.9	95.0	94.9	94.9	0.6	1.0	0.6	0.2	0.3	3.3	4.9	2.8	2.9	2.6
1988-March	95.0	92.7	95.7	95.9	95.9	1.0	0.9	0.7	1.1	1.1	3.3	4.0	3.0	3.0	2.9
-June	96.1	94.0	97.2	96.5	96.7	1.2	1.4	1.6	0.6	0.8	3.8	4.6	3.8	2.8	3.8
-September	97.0	95.1	97.9	97.4	97.7	0.9	1.2	0.7	0.9	1.0	3.7	4.5	3.7	2.9	3.3
-December	98.0	96.9	98.4	98.2	98.2	1.0	1.9	0.5	0.8	0.5	4.1	5.4	3.6	3.5	3.5
1989-March	99.0	98.7	99.2	99.1	99.1	1.0	1.9	0.8	0.9	0.9	4.2	6.5	3.7	3.3	3.3
-June	100.0	100.0	100.0	100.0	100.0	1.0	1.3	0.8	0.9	0.9	4.1	6.4	2.9	3.6	3.4
-September	101.2	101.8	101.2	100.8	100.8	1.2	1.8	1.2	0.8	0.8	4.3	7.0	3.4	3.5	3.2
-December	102.0	102.9	102.1	101.6	101.4	0.8	1.1	0.9	0.8	0.6	4.1	6.2	3.8	3.5	3.3
1990-March	103.2	104.0	103.5	102.6	102.5	1.2	1.1	1.4	1.0	1.1	4.2	5.4	4.3	3.5	3.4
-June	104.5	104.8	105.2	103.7	104.0	1.3	0.8	1.6	1.1	1.5	4.5	4.8	5.2	3.7	4.0
-September	105.4	105.9	105.7	105.1	104.8	0.9	1.0	0.5	1.4	0.8	4.2	4.0	4.4	4.3	4.0
-December	106.1	106.9	106.1	105.8	105.4	0.7	0.9	0.4	0.7	0.6	4.0	3.9	3.9	4.1	3.9
1991-March	107.3	108.3	107.4	106.9	106.4	1.1	1.3	1.2	1.0	0.9	4.0	4.1	3.8	4.2	3.8
-June	108.4	109.4	108.5	107.7	107.6	1.0	1.0	1.0	0.7	1.1	3.7	4.4	3.1	3.9	3.5
-September	109.3	110.3	109.2	108.9	108.6	0.8	0.8	0.6	1.1	0.9	3.7	4.2	3.3	3.6	3.6
-December	110.0	110.9	109.6	109.9	109.4	0.6	0.5	0.4	0.9	0.7	3.7	3.7	3.3	3.9	3.8
1992-March	110.9	111.7	110.8	110.7	110.2	0.8	0.7	1.1	0.7	0.7	3.4	3.1	3.2	3.6	3.6
-June	111.6	112.2	111.5	111.3	111.1	0.6	0.4	0.6	0.5	0.8	3.0	2.6	2.8	3.3	3.3
-September	112.2	113.0	112.0	111.8	112.2	0.5	0.7	0.4	0.4	1.0	2.7	2.4	2.6	2.7	3.3
-December	112.9	113.7	112.7	112.5	112.8	0.6	0.6	0.6	0.6	0.5	2.6	2.5	2.8	2.4	3.1
1993-March	113.9	114.6	113.6	113.5	113.6	0.9	0.8	0.8	0.9	0.7	2.7	2.6	2.5	2.5	3.1
-June	114.6	115.7	114.3	114.6	113.7	0.6	1.0	0.6	1.0	0.1	2.7	3.1	2.5	3.0	2.3
-September	115.7	116.8	115.3	115.2	115.3	1.0	1.0	0.9	0.5	1.4	3.1	3.4	2.9	3.0	2.8
-December	116.4	117.3	116.0	116.5	115.7	0.6	0.4	0.6	1.1	0.3	3.1	3.2	2.9	3.6	2.6
1994-March	117.2	117.8	116.6	117.5	116.6	0.7	0.4	0.5	0.9	0.8	2.9	2.8	2.6	3.5	2.6
-June	118.1	118.8	117.4	118.3	117.9	0.8	0.8	0.7	0.7	1.1	3.1	2.7	2.7	3.2	3.7
-September	119.1	120.0	118.5	119.5	118.1	0.8	1.0	0.9	1.0	0.2	2.9	2.7	2.8	3.7	2.4
-December	119.7	120.2	119.1	120.1	119.0	0.5	0.2	0.5	0.5	0.8	2.8	2.5	2.7	3.1	2.9
1995-March	120.6	121.3	120.0	120.9	119.9	0.8	0.9	0.8	0.7	0.8	2.9	3.0	2.9	2.9	2.8
-June	121.5	122.1	120.8	122.2	120.9	0.7	0.7	0.7	1.1	0.8	2.9	2.8	2.9	3.3	2.5
-September	122.4	123.1	121.8	123.0	121.4	0.7	0.8	0.8	0.7	0.4	2.8	2.6	2.8	2.9	2.8
-December	123.1	123.6	122.4	123.6	122.7	0.6	0.4	0.5	0.5	1.1	2.8	2.8	2.8	2.9	3.1
1996-March	124.4	124.9	124.1	125.1	123.3	1.1	1.1	1.4	1.2	0.5	3.2	3.0	3.4	3.5	2.8
-June	125.6	126.0	125.1	126.2	124.8	1.0	0.9	0.8	0.9	1.2	3.4	3.2	3.6	3.3	3.2
-September	126.5	127.0	126.0	126.9	125.8	0.7	0.8	0.7	0.6	0.8	3.3	3.2	3.4	3.2	3.6
-December	127.3	127.7	127.0	127.7	126.5	0.6	0.6	0.8	0.6	0.6	3.4	3.3	3.8	3.3	3.1
1997-March	128.6	128.8	128.5	129.0	127.7	1.0	0.9	1.2	1.0	0.9	3.4	3.1	3.5	3.1	3.6
-June	129.7	129.8	129.4	130.4	128.9	0.9	0.8	0.7	1.1	0.9	3.3	3.0	3.4	3.3	3.3
-September	131.0	130.7	130.6	132.2	130.2	1.0	0.7	0.9	1.4	1.0	3.6	2.9	3.7	4.2	3.5
-December	132.3	131.6	133.0	133.0	131.2	1.0	0.7	1.8	0.6	0.8	3.9	3.1	4.7	4.2	3.7
1998-March	133.7	132.6	134.0	134.7	132.9	1.1	0.8	0.8	1.3	1.3	4.0	3.0	4.3	4.4	4.1
-June	134.9	133.8	134.9	136.0	134.5	0.9	0.9	0.7	1.0	1.2	4.0	3.1	4.3	4.3	4.3
-September	136.6	135.4	136.5	137.5	136.7	1.3	1.2	1.2	1.1	1.6	4.3	3.6	4.5	4.0	5.0
-December	137.4	136.4	136.7	138.0	138.4	0.6	0.7	0.1	0.4	1.2	3.9	3.6	2.8	3.8	5.5
1999-March	138.1	137.1	137.9	138.9	138.2	0.5	0.5	0.9	0.7	-0.1	3.3	3.4	2.9	3.1	4.0
-June	139.7	138.2	139.4	141.0	140.2	1.2	0.8	1.1	1.5	1.4	3.6	3.3	3.3	3.7	4.2
-September	141.0	139.9	140.2	142.4	141.3	0.9	1.2	0.6	1.0	0.8	3.2	3.3	2.7	3.6	3.4
-December	142.2	140.9	141.5	143.6	142.6	0.9	0.7	0.9	0.8	0.9	3.5	3.3	3.5	4.1	3.0
2000-March	143.9	142.3	143.0	145.3	144.7	1.2	1.0	1.1	1.2	1.5	4.2	3.8	3.7	4.6	4.7
-June	145.4	143.7	144.6	147.1	146.3	1.0	1.0	1.1	1.2	1.1	4.1	4.0	3.7	4.3	4.4
-September	146.8	145.3	145.3	148.6	148.2	1.0	1.1	0.5	1.0	1.3	4.1	3.9	3.6	4.4	4.9
-December	147.7	146.0	146.3	149.6	149.2	0.6	0.5	0.7	0.7	0.7	3.9	3.6	3.4	4.2	4.6
2001-March	149.4	147.3	148.3	150.9	151.3	1.2	0.9	1.4	0.9	1.4	3.8	3.5	3.7	3.9	4.6
-June	150.9	149.2	149.3	152.3	152.9	1.0	1.3	0.7	0.9	1.1	3.8	3.8	3.3	3.5	4.5
-September	152.1	150.6	150.2	153.6	154.3	0.8	0.9	0.6	0.9	0.9	3.6	3.6	3.4	3.4	4.1

<sup>1</sup>Excludes self-employed, unpaid family members and private household employees.